

Elevate
**Your Career
Strategy &
Journey**

CANDIDATE SERVICES BROCHURE





Upgrading your life, updating your potential.



**Mercury
Hampton**

Executive
& Strategic



**Mercury
Hampton**

Contract
& Interim



**Mercury
Hampton**

Y O U R



**Mercury
Hampton**

IQ



**Mercury
Hampton**

Assessment
& Performance



**Mercury
Hampton**

Introduction

Mercury Hampton provide 26 different services relating to culture, people and performance optimisation. Trading throughout 17 countries with four global offices, we support companies throughout all areas of STEM Industries.

In summary, we support businesses to understand and become more accountable for their culture/behavioural default setting; this enables them to hire and retain the right people; once appointed we support all new hires to reach optimal standards by deploying one of our performance programmes.

We aim to be the 'Tesla' of our industry; this means we are responsible for continuous innovation. As highlighted in this article.



[Read Article Here.](#)

MULTI-AWARD WINNING
CONSULTANCY BUSINESS



[Read Article Here.](#)

Scale Up Winners for the Borough 2022
Employer of the Year for the Borough 2022
Scale Up Winners, North West Region 2022
Scale Up National Finalists 2022
International Award for Most Insightful Culture 2023
Innovation Business of the Year 2023





Values



Humility



Hard Work



Well-Being



Teamwork

Mission

**Pioneering Innovation, Solving
Your People Problems Of
Tomorrow**

Vision

**Your Consultancy Partner of
Choice, Enhancing Culture,
People & Performance**

Why us?



**Regional winners
Employer of the Year
Scale Up Business of the Year**

Member of



CANDIDATE SERVICES

We offer a diverse range of Candidate Services, supporting candidates throughout professional, managerial, and executive hires dealing within a multitude of markets relating to STEM industries.

Our services involve Pre-Hire, On-Hire and Post-Hire, supporting candidates and clients throughout the whole acquisition process.

In addition to our diverse range of Candidate Services, we are here to extend our portfolio with a suite of complimentary offerings tailored to meet your evolving needs.

Career Counselling

FREE, book a meeting.

Talent Edge

FREE (Powered by Mercury Hampton IQ - see page 0).

[Live Vacancies](#)



Opportunity awaits you on our website!

STANDARD



CV & LinkedIn Optimisation

Bronze - LinkedIn Re-brand, resulting in personal brand revamp and key word optimization meaning their profile will score highly with head-hunters.	£150.00
Silver - CV Update and Modernisation; optimised with key words to support all job board search engines; meaning they will appear in the search results amongst the top candidates.	£195.00
Gold - Both of the above.	£325.00

Performance Services

1-2-1 Personal Branding (2 hours)	£295.00
1-2-1 Executive Coaching (half day) - Elevate Programme	£625.00
1-2-1 Executive Coaching (full day) - Elevate Programme	£1,250.00
Performance Turnaround - Excellerate Programme	£2,450.00
Performance Impact Programme	£5,995.00
Leadership Transformation Programme	£6,995.00
Cultural Due Diligence Programme	£14,995.00
High Performing Team Leadership Programme	Agreed upon meeting.

EXECUTIVE

Meet our Functional Specialists who are supported
by 30 talented Industry Specialists.



Executive and Strategic Appointments

- Chief Executive Officer
- Chief Sales Officer
- Managing Director
- Sales Director
- Project Director
- Chief Operating Officer
- President
- Operations Director
- Marketing Director
- Supply Chain Director
- Chief Technical Officer
- Vice President
- Technical Director
- HR Director
- Engineering Director



Sales and Marketing

- Chief Sales Officers
- VP Sales
- Sales Director
- General Sales Manager
- National Sales Manager
- International / Export Sales Manager
- Business Development Manager
- Key Account Manager
- Technical Sales Manager
- Area/Regional/Territory Manager
- Sales Engineer



Technology and Manufacturing

- Chief Executive Officer
- Chief Sales Officer
- Managing Director
- Sales Director
- Project Director
- Regional Operations Directors
- Managing Directors
- Engineering Management
- Site Directors
- Operations Manager
- CAD-CAM Engineers
- Production Managers
- Quality Manager



Contract and Interim

- Interim Director
- Interim GM
- Interim Site Director
- Interim HR Manager
- Interim Project Manager
- Quality Engineer
- Manufacturing Engineer
- CI Manager
- Process Engineer
- Design Engineer
- Front/Back End Developers
- DevOps Engineers
- Framework Manager
- Infrastructure Manager



Mercury Hampton pride ourselves on our technology and innovation.

We are pleased to say that we have a unique product that our candidates can use to showcase their skills, expertise, and suitability to a particular client company. Never again do you have to have to rely on a CV supply service to best represent your career aspirations.

Our candidate technology is so successful that 68% of senior candidates who work with Mercury Hampton also become clients.

Strong impressions make strong connections.

On the next page you will see a detailed overview of Talent Edge and Mercury Hampton IQ.

These services provide a digital, modern solution to both candidates and clients who wish to showcase their professional profiles in the most optimal and accurate manner.



Promote You

Talent Edge.

powered by Mercury Hampton | IQ

Talent Edge is a digital candidate delivery platform which allows applicants to represent themselves in the best possible way. Each candidate will be invited to complete an online profile which consists of a CV, an introduction video, key facts and in some cases a McQuaig psychometric behavioural profile.

In addition to this, the consultant representing your hiring process will also complete an executive summary to describe your skills, experience, and unique suitability to each client.



Powered by Mercury Hampton IQ, our specialised
Candidate Platform.



Software Solutions



Mercury Hampton IQ is the data analytics division of Mercury Hampton, specialising in leveraging advanced analytics and machine learning techniques to provide actionable insights and drive business performance. We help organisations unlock the full potential of their data and gain a competitive edge in today's rapidly evolving business landscape. Our solutions are tailored to your specific needs, enabling you to make data-driven decisions that deliver tangible results and propel your business towards unprecedented success.

Mercury Hampton IQ is our innovative recruitment tool that has helped us to obtain a staggering 96% post-hire retention rate. Here's a quick snapshot of what it has helped us and our clients to achieve:



- 96% of our candidates are still in place after 12-months
- 93% of our candidates are still in place after 24-months
- We have a 100% repeat business relationship with our clients
- We offer up to 12-months recruitment cover fully guaranteed

[Click here to watch Mercury Hampton IQ](#)

CLIENT

What's Included?



Video Intro



Photograph



Exec Summary



References



CV/Resume

- **Behavioural testing**, to analyse your temperament – specifically how you will go about the job on an everyday basis; how you will react in pressure situations or how you will take charge or pursue a sales cycle. These reports are prepared by the McQuaig® Institute, an independent, highly regarded psychometrics provider.
- **Job Fit analysis**, where your psychometrics are compared with personnel who are already succeeding in post. This is to check that there is a match in key characteristic areas, to objectively judge whether you are well suited to do the job, whether you will be happy when doing it, or if you'll be stretched, pressured and forced to act abnormally instead.
- **Key Competency Questions**, whereby all candidates are asked the same three to five questions, and asked to complete answers in advance of the interview. These permit you to showcase your knowledge, give specific well-thought-out responses to key part of the job specification, and offer a direct comparison with other candidates to the client. They also assist in providing a valuable talking point for follow up questions when you attend an interview.
- **Candidate benchmark analysis**, provided by the recruitment team if requested by the client. Candidates are compared on key skills and on salary, to provide a cost-benefit analysis of the options available to the client

YourHR by Mercury Hampton is a HR platform that provides vital HR functionality for small or scaling businesses who have limited or no HR functions.

- Unique Mercury Hampton emergency HR telephone number that will be answered by a fully qualified HR Business partner 24/7/365, that understands your business.
- 24/7/365 email support by qualified HR Business partners.
- On-boarding, configuration, data migration, training and an assigned customer success manager are provided free of charge.
- Ability to purchase on an ad hoc basis or blocks per annum hours of HR time either face to face or onsite for matters that require physical presence and support.
- Application tracking systems (ATS) for internal and external use.
- Three levels of privileged access management plus learning manager, line manager and HR Administrator/Master use.
- All documentation storage is 100% compliant.

Your **all-in-one** HR management tool.

**CLIENT**

In partnership with Breathe HR we built YourHR by Mercury Hampton following deployment in our own business www.mercuryhampton.com.

Functionality includes a robust and tailored SAAS platform able to be used by up to 200 staff members across all devices - including a separate app for staff members to use on the move.

What's included?

Functions

- **Manage** holiday requests in one place
- **Store** documents safely in the cloud
- **Plan** appraisals and recognise achievements
- **Track** and monitor sickness & absence
- **Log** and manage expenses
- **Run** insightful HR reports
- **Create** and share new vacancies
- **Export** payroll-ready data
- **Effortlessly manage** shifts & timesheets

Leave Absence

Staff and Holiday Planner
Employee Holiday Tracker
Absence Management

People Management

Payroll Management
Performance Management
Location Management
Covid-19 Management

HR Management

HR Dashboard
HR Database
Document Management
Contract of Employment
Storage and Signature

Internal Recruitment

Applicant Tracker
System (ATS)
Internal Vacancy Log

Rotas and Shift Planning

Scheduling
Team Management
Salary Forecast

Time Tracking

Time log
Time Tracking
Time Clock

Expenses

Expense Claims
Expense Management
Expense Approvals

**And so
much
more...**



Assessment
& Performance

Performance Impact Program

We want to make a
positive impact on the
world of business.



CLIENT & CANDIDATE

Check out our newest service!



**Mercury
Hampton**

Assessment
& Performance



Transform your teams, boost productivity and achieve better outcomes

The Performance Leadership Programme delivered by Ryan exceeded all expectations! Participants not only gained invaluable insights and skills to enhance their work performance, but also discovered a profound understanding of one another during early parts of the session. The programme fostered a collaborative and supportive environment where individuals developed meaningful connections that will undoubtedly continue beyond the program. It was a great mix of practical tools and personal understanding of each other. Ryan delivered a comprehensive program that left participants with new skills to enhance their current customer offering, as well as a newfound appreciation for their colleagues.

Lee White – Verder

The Performance Impact Program provides a comprehensive approach to identifying and addressing the unique challenges that may be preventing your team from working effectively.

The program provides a toolkit of techniques and processes to improve team effectiveness - such as team charters, team roles, team norms, and team decision-making processes.

At the end of the program, a detailed report will be provided as a potential roadmap to successfully address performance, productivity, and highlight behavioural gaps.

At Mercury Hampton, we understand the importance of flexibility and agility in today's ever-changing business landscape. That's why we offer comprehensive Contract Solutions that empower organisations to harness the benefits of hiring contract professionals. With our expertise and extensive network of talented individuals, we can help you build a dynamic workforce that drives success and delivers exceptional results.

Why Choose Our Contract Solutions?

Access Top Talent

Tap into our skilled contract professionals across industries. We select only the best candidates for you.

Flexible Scalability

Scale your workforce based on project demands. Adjust quickly to changing needs.

Cost-Effective

Save on expenses by hiring contract professionals. Pay for the services you need.

Rapid Onboarding & Results

Seamless integration and immediate productivity. Meet deadlines efficiently.

Mitigate Risks

Minimise employment-related risks. Ensure compliance and legal guidance.



Contract
& Interim

Explore our Contract Solutions

Contract Recruitment

Our dedicated team of recruitment specialists leverages their industry knowledge and extensive network to identify and attract the most suitable contract professionals for your specific requirements. We take the time to understand your organisational culture, project goals, and skill requirements to ensure the perfect match.

Interim Management

When you require experienced leaders to drive change, manage projects, or fill temporary leadership gaps, our Interim Management solutions are designed to meet your needs. We connect you with seasoned interim executives who bring strategic vision, industry expertise, and a proven track record of success.

Contract Project Solutions

If you have a specific project that requires a dedicated team of professionals, our Contract Project Solutions provide a comprehensive end-to-end approach. We assemble a cohesive team with the right blend of skills and expertise to successfully execute your project within the desired timeframe.

Pre-Hire

- > [Succession & Restructure Programme](#)
- > [360 Leadership Audit](#)
- > [Team Effectiveness Report](#)
- > [Cultural Assessment](#)
- > [Behavioural Profiling](#)
- > [Job Alignment Survey](#)
- > [Salary Survey](#)
- > [Mental Agility Test](#)
- > [Mechanical Aptitude Test](#)
- > [IR35 Compliance](#)
- > [Staff Attrition Calculation](#)

On-Hire

- > [Executive Search](#)
- > [Headhunting](#)
- > [Permanent Recruitment](#)
- > [Sales & Marketing Optimisation](#)
- > [International Recruitment](#)
- > [Contract Recruitment](#)
- > [Interim Management](#)
- > [Project Solutions](#)
- > [Outsourced Talent Acquisition](#)
- > [Mercury Hampton IQ](#)
- > [Recruitment Strategy Programme](#)

Post-Hire

- > [Leading With Purpose: Leadership Accelerator - Half-Day](#)
- > [Excellerate 1-2-1 Coaching Programme - 3 Months](#)
- > [Elevate 1-2-1 Coaching Programme - 9 Months](#)
- > [PurposeSync – Team Alignment & Development Programme - 1-2 Days](#)
- > [High Performing Leadership Team Programme – Custom/Bespoke Duration](#)



For more information on the services we offer, please click any of the above services or you can check out our website for more information.

[Check out our website](#)





Connect Face To Face

Meet the faces behind the mastery of consultancy andgolf?

Discover the power of partnership on the green. Our exclusive professional meetings blend business and leisure, fostering strong connections and collaboration.

Come and engage in meaningful conversations while teeing off, building a foundation for fruitful relationships with like-minded leaders.

Join us for an unparalleled meeting of minds on the golf course – where partnership and progress flourish.

Don't forget to ask us
about



SALESGEEK

- **Build** your network.
- **Share** your insights and wisdom.
- **Join** our collaborative alliance.
- **Change** the racing pace of your work week.
- **Enjoy** a better work-life balance.

CLIENT & CANDIDATE

World-Class Business Solutions

Your Consultancy Partner of Choice,

Enhancing Culture, People & Performance.



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